

**State of New Hampshire  
Department of Health and Human Services**

**Employment Leadership Committee**

**Meeting Purpose/Goals:**

*The mission of the Employment Leadership Committee is to advance inclusion of Individuals with disabilities in the workforce through collaboration, education, and advocacy.*

**DATE: 02/19/20**

**TIME: 2:00-4:00**

**CONFERENCE LINE: 1-866-951-1151; 470-235-765**

**LOCATION: Walker Building  
21 South Fruit St, Concord**



**Committee Members:** Ben Adams, Keryn Bernard-Kriegel, Debbie Bogle, Miranda Brown, Annie Clark, Melissa Collins, Brent Cote, Sarra Dennehy, Kelly Doran, Dirk Doughty, Tracey Frye, Karen Hatch, Maggie Hinkle, Sheila Mahon, Jennifer Meyer, Rocky Morelli, Sarah Morrissey, Tobey Partch-Davies, Lauri Jean Pevear, Cris Philipson, Isadora Rodriguez-Legendre, Denise Roy-Innarelli, Mari Schatch, Carla Smith, Barbara Strzykowski, Terri Tedeschi

**Call In:** Wendy Robb, Melissa Collins, Lisa Hinson-Hatz  
**DHHS Staff:** Jo Moncher, Sandy Hunt, Wendi Aultman, Amy Cook, Laurie Vachon, Abby Conger, Karen McLaughlin, Jessica Kennedy  
**Guests:** Kim Shottes, Pam Szacik, Valerie Tetreault

Time	Topic	Leader(s)	Key Takeaways & Action Items
2:00 - 2:05	I. Welcome & Introductions	Jo Moncher	Family Newsletter update <ul style="list-style-type: none"> <li>Lauri Jean has been working on the family newsletter</li> <li>Draft newsletter is being reviewed and finalized</li> <li>Best Buddies is sponsoring color printing of Family Newsletter for distribution at the Family Support Conference</li> </ul> Strategic Initiative on Employment <ul style="list-style-type: none"> <li>ELC needs all hands on deck to progress advisory and implementation of the SIE</li> <li>Deadline for feedback has been extended. Please submit feedback to Jo ASAP</li> </ul>
2:05 - 2:25	II. The BDS Commitment to Employment	Sandy Hunt	Sandy Hunt, Bureau Chief - Bureau of Developmental Services (see attached presentation) <ul style="list-style-type: none"> <li>Sandy presented a brief overview of the structure of BDS</li> <li>Employment is discussed at every DLTSS leadership meeting and is a top priority initiative. Jo brings feedback from the ELC to the Bureau</li> <li>Historically there has been minimal work focused on employment, just enough to meet mandates, checking the box. We want to do more and raise the bar</li> <li>ELC has worked hard to elevate this work by bringing together many different skillsets and strengths of its' members</li> <li>Employment data report has evolved and is important to show areas of strength and what needs improvement</li> </ul>

			<ul style="list-style-type: none"> <li>• Employment is a huge piece of self-worth, it can define who someone is. Employment conversations should begin in the school to make sure the opportunities are there</li> <li>• Adding employment into area agency contracts has been discussed. How can we weave employment into contracts and hold agencies responsible? Agencies are responsible for entering employment data</li> <li>• Key accomplishments; <ul style="list-style-type: none"> <li>• Legislature has fully funded the wait list. The Medicaid rate increase presented a challenge that has been worked out. Sandy is presenting to DHHS Oversight on Friday</li> <li>• Increased capacity for ITS, continuing work with providers to increase capacity. Working with mental health to bridge the gap and serve all needs for individuals with a dual diagnosis</li> <li>• Funding for room and board, Medicaid dollars cannot fund room and board but funding has been identified.</li> <li>• ESS increased capacity for ages 0-3, a new Bureau has been created - Bureau of Family Centered Services</li> <li>• IT system working toward streamlined technology</li> <li>• 503 rule change to include 18-21 and emphasis on transition planning</li> <li>• BDS and DOE collaborate to clarify the law and include schools to bridge the gap</li> </ul> </li> </ul>
2:25 - 2:45	<b>III. Engaging Older Adults in Employment Efforts</b>	Wendi Aultman	<p>Wendi Aultman, Bureau Chief - Bureau of Elderly and Adult Services (see attached presentation)</p> <ul style="list-style-type: none"> <li>• Weaving older and aging adults into employment efforts is meaningful to those who want to work but can't find a job</li> <li>• Collaborating with VR, looking at what is important to people and what needs are there. DD council is weaving an aging aspect taking into consideration that needs change as people age</li> <li>• 4 year State Plan on Aging <a href="https://www.dhhs.nh.gov/dcbcs/beas/spoa.htm">https://www.dhhs.nh.gov/dcbcs/beas/spoa.htm</a> <ul style="list-style-type: none"> <li>• 500 participants from listening and public sessions</li> <li>• 3,000 surveys</li> <li>• Feedback and input was used to spotlight what was needed</li> </ul> </li> <li>• New legislation was passed to form a Governor's Commission on Aging. The COA brings different departments that serve older adults together</li> </ul>

			<ul style="list-style-type: none"> <li>• It has been recognized that there is an aging workforce in the state but not a lot of data. Next steps will look at employment from different lenses</li> <li>• Looking at what programs could be improved and what to do to improve them</li> <li>• Strategies- <ul style="list-style-type: none"> <li>• Age friendly and caregiver friendly - how will employment effect benefits?</li> <li>• Orientation and training on culture, diversity</li> <li>• Training on serving older individuals</li> <li>• Workforce shortage, people are not able to receive needed services, needs to be addressed</li> </ul> </li> </ul>
2:45 - 3:05	<b>IV. Supporting Veterans &amp; their Families</b>	Amy Cook	<p>Amy Cook, Administrator - Division of Community Based Military Programs (see attached presentation)</p> <ul style="list-style-type: none"> <li>• 100,000 veterans in NH, population is declining</li> <li>• Ask the Question initiative <ul style="list-style-type: none"> <li>• Treatment and resources could be impacted, resources are available for service members and families</li> <li>• Family assistance centers work with families for any type of need</li> <li>• Ask the question toolkit <a href="http://Dhhs.nh.gov/veterans/documents/atq-toolkit.pdf">Dhhs.nh.gov/veterans/documents/atq-toolkit.pdf</a></li> </ul> </li> <li>• Partnerships and collaboration = opportunities</li> <li>• Area agencies should be educated on available resources for veterans and families. Referral to family assistance centers can provide additional funding needed (ex. Respite)</li> <li>• Identify areas to think about how businesses can improve and promote hiring veterans</li> <li>• Website is being developed</li> <li>• Logo contest in schools</li> <li>• Business recognition program created <ul style="list-style-type: none"> <li>• Launched this spring, Applications in summer, awards next winter</li> <li>• Application is available online</li> </ul> </li> <li>• Contact Amy with any questions or for additional resources</li> </ul>
3:05 - 3:35	<b>V. WorkNow NH</b>	Pam Szacik	<p>Pam Szacik, Director - Employment Service Bureau, NH Employment Security (see attached presentation)</p> <ul style="list-style-type: none"> <li>• Worknow NH provides soft skills needed to get a job, new project as of January 1<sup>st</sup></li> <li>• Amount of services and level of services is individually based</li> <li>• Granite Workforce was expanded upon and created Granite State Jobs Act</li> </ul>

			<ul style="list-style-type: none"> <li>• Funding was increased from 2 million to 6 million. Funds were moved from BEA to Employment Security</li> <li>• Pilot program had 220, only 50% were eligible</li> <li>• Job training fund provides grants for incumbent workers across the state. Employers pay for training and are reimbursed 50%</li> <li>• On the job employment placement is being implemented</li> <li>• Creating a list of employers that are hiring</li> <li>• Work Opportunity Tax Credit incentive for employers to hire target populations</li> <li>• Reentry program <ul style="list-style-type: none"> <li>• Collaboration with DOC, working with underserved population prior to release</li> <li>• Help with barriers (ex transportation)</li> <li>• In correctional facilities by end of March</li> </ul> </li> <li>• Program information and contacts are listed on the presentation</li> </ul>
3:35 - 3:55	<b>VI. Questions, Answers &amp; Discussion</b>	ELC members	<p>Q: Are on the job funds eligible for part time employment? A: Yes</p> <p>Q: Has Worknow partnered with agencies or vendors to create opportunity for meeting the needs of the DSP workforce shortage? A: Contact Pam to schedule a meeting with any groups that are interested</p> <p>Q: Does the VA partnership cross state borders? A: Yes, a lot of work is collaborated with Vermont</p> <ul style="list-style-type: none"> <li>• Common themes/barriers to consider <ul style="list-style-type: none"> <li>○ DSP training program funding</li> <li>○ Transportation</li> </ul> </li> </ul>
3:55 - 4:00	<b>VIII. Closing &amp; Next Steps</b>	Jo Moncher	<ul style="list-style-type: none"> <li>• Next Committee Meeting - Wednesday, March 18, 2020, 2-4pm Department of Education, Walker Building, Room 100</li> </ul>